

# Extended DISC Work Pair Analysis

## REPORT

Work pair

**Markku Kauppinen and CHARLES MULLEN**

Organization

**Extended DI.../Extended DI...**

Date

**8/13/2001**



This analysis is based on the responses given in the Extended DISC Personal Analysis questionnaire. This analysis should not be the sole criterion for making decisions about these individuals. The purpose of this analysis is to provide supporting information to the individuals.

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# Extended DISC Work Pair Analysis

## Profile & Diamond

Work pair

**Markku Kauppinen and CHARLES MULLER**

Organization

**Extended DI.../Extended DI...**

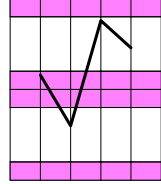
Date

**8/13/2001**



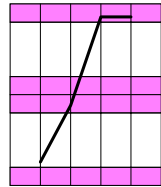
Markku (4/11/1999)

Markku Kauppinen



CHARLES MULLER

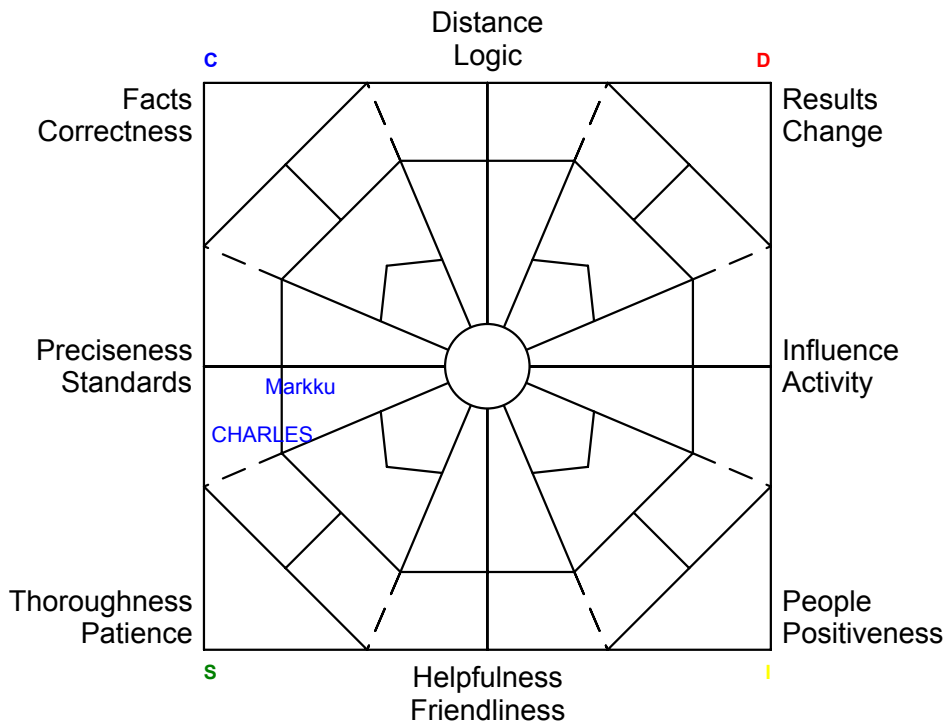
CHARLES (3/19/2000)



**Pair Profile**

	D	I	S	C
Markku Kauppinen	10	00	55	35
CHARLES MULLER	00	00	50	50
<b>Pair Profile</b>	<b>10</b>	<b>00</b>	<b>100</b>	<b>85</b>

## Pair Diamond



**Markku Kauppinen**


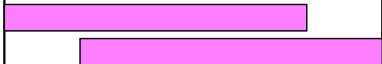




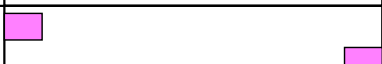




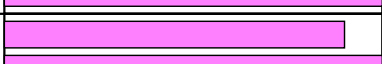
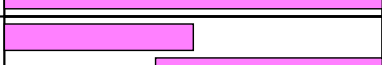



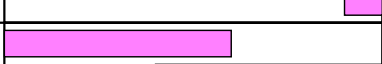

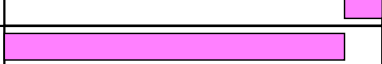
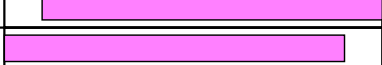
**CHARLES MULLER**

Decision making fast, unexpected, involves risk		Decision making fast, unexpected, involves risk
Decision making deliberate, analytical		Decision making deliberate, analytical
Seeking change active, impatient		Seeking change active, impatient
Seeking change long-term, cautious		Seeking change long-term, cautious
Risk taking high-pressure situation		Risk taking high-pressure situation
Communication motivating, supporting		Communication motivating, supporting
Communication understanding listening		Communication understanding listening
Communication critical listening		Communication critical listening
People-orientation		People-orientation
Thoroughness, systematic logical behavior		Thoroughness, systematic logical behavior
Detail orientation ability to check		Detail orientation ability to check
Need for independent work		Need for independent work
Relationship to responsibility individualistic		Relationship to responsibility individualistic
Conflicts fearless approach		Conflicts fearless approach
Conflicts diplomatic approach		Conflicts diplomatic approach
Flexibility giving up one's own will		Flexibility giving up one's own will
Flexibility fast adaptation to change		Flexibility fast adaptation to change
Leadership desire to control		Leadership desire to control
Expressing feelings spontaneous, unqualified		Expressing feelings spontaneous, unqualified
Setting goals brave		Setting goals brave

For additional Information contact John C Goodman, MSOD at Center for Internal Change 1-847-259-0005

**Markku Kauppinen**

**CHARLES MULLER**

Aggressiveness desire to take on		Aggressiveness desire to take on
"Feet on the ground" attitude toward new things		"Feet on the ground" attitude toward new things
Ultimate power desire to keep it to oneself		Ultimate power desire to keep it to oneself
Emphasizing positiveness		Emphasizing positiveness
Striving for reliability		Striving for reliability
Ability to follow rules closely		Ability to follow rules closely
Manipulative selling		Manipulative selling
Planning and executing of systems		Planning and executing of systems
Creative facts-oriented thinking		Creative facts-oriented thinking
Positive encouragement		Positive encouragement
Working thoroughly		Working thoroughly
Following of the set standards		Following of the set standards
Stubborn handling of own responsibilities		Stubborn handling of own responsibilities
Vivacious and lively inspiring		Vivacious and lively inspiring
Ability to be by oneself		Ability to be by oneself
Development of new alternatives		Development of new alternatives
Understanding listening		Understanding listening
Fearless attitude toward risk		Fearless attitude toward risk
Long-term thoroughness		Long-term thoroughness
Maintenance of one's own work pace		Maintenance of one's own work pace

### Remember

- + To be careful about underestimating each other
- + Be careful of drifting apart
- + To open up to each other
- + To emphasize the positive side of things too
- + Speed is as good a thing as prudence
- + Kindness is a virtue but it's not always possible
- + Sometimes you have to do what you can't do
- + Sometimes you can just fool around

### Accept

- + The other one's different angle of looking at things
- + Each of your different speeds
- + Living in dreamland
- + Real enthusiasm
- + Living in uncertainty
- + Impatient people
- + Unplanned changes
- + Also positive ways of expression

### Practice

- + Agreeing on an order of importance to things
- + Help each other to look in the mirror
- + Sociability
- + Eagerness
- + Taking responsibility alone
- + Quick decision making
- + Encouraging each other
- + Flexibility towards people

### Our own views (perceptions)

- +
- +
- +
- +
- +
- +

For additional Information contact John C Goodman, MSOD at Center for Internal Change 1-847-259-0005 or 1-877-DISConline.